

Engaging Employees

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By Russell B. Berger

Welcome to One Minute of Overtime, where I will share insights on Labor and Employment Law topics, mostly related to minimum wage and overtime compliance issues.

Compliance in this area of law is nuanced and technical, so it is critical for employers to audit and adjust their practices to remain compliant, so stop by to stay up-to-date and in-the-know.

The screenshot shows a video player interface. At the top left, it says "Russell Berger | rberger@offitkurman.com | 410.209.6449". At the top right is the "Offit | Kurman" logo. The video title is "Engaging Employees" with a circular profile picture of Russell Berger. The video content shows a close-up of a person's hands playing checkers on a board. A text box overlay reads: "There is a difference between employees 'engaged to wait' and 'waiting to be engaged.' Employees engaged to wait, such as a firefighter playing checkers while waiting for a call, should be paid for their time. Employees waiting to be engaged, such as a helpdesk worker who is on call, need not be paid until the employee actually gets a call." In the bottom left corner, there is a logo for "ONE MINUTE OF OVERTIME presented by russell berger" featuring a clock icon.

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